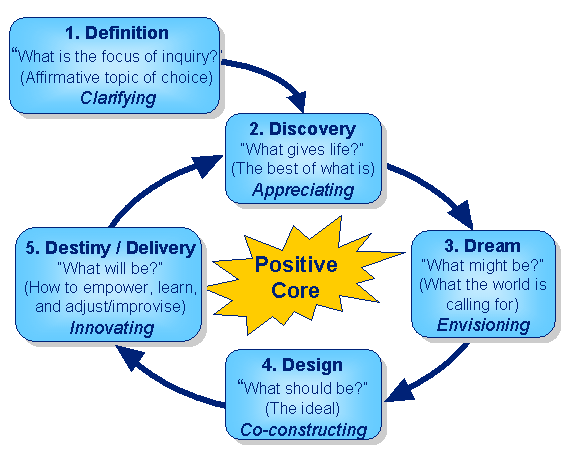
To: Mr./Mrs. X

From: N. McKinley

RE: Trust Building

Currently, Upson-Lee High School’s School Improvement Team has a plan for improving the school’s morale, climate, and public image. The School Improvement Team has created the Sunshine Committee spread positive messages, motivational thoughts, and good cheer throughout the school. The team has implemented these policies to strengthen positive relationships within the school because positive relationships with the school community help to create environments conducive to student learning and academic success. To assist in the development of strong, positive, and constructive working relationships between all members of the administration, faculty, and staff, I propose implementing a framework like Appreciative Inquiry during pre-planning.

This Appreciative Inquiry involves asking the question, “how can we build trust.” The inquiry framework allows for administrators, faculty, and staff to discuss the trust issue and allows these parties to brainstorm ways to foster trust.



**4-Step Framework for Appreciative Inquiry:**

“1. ***Initiating***a conversation: "We need to figure out how to build trust."

2. ***Inquiring***about one another's experiences and strengths: pairs and small groups share their experiences with trusting professional relationships and professional values.

3. ***Imagining***improvements to the school and to professional relationships: In small groups create concrete representations of their hopes for more trusting relationships at the school.

4. ***Innovating***a plan of action: groups create action plans to move the school closer to the vision” (Tschannen-Moran, 2015).

This framework allows administrators, faculty, and staff to engage in the five facets of trust ( benevolence, honesty/openness, competency, reliability)and to feel empowered with some say in how to achieve trust in the school community.